

## **Board of Education of Ewing-Northern Grade School District No. 115 Last, Best, Final Package Offer Presented to the Ewing-Northern Federation of Teachers**

The Board of Education of Ewing-Northern Grade School District No. 115 (“Board”) and the Ewing-Northern Federation of Teachers met with a Federal Mediator on November 20, 2012 in effort to resolve outstanding contract issues.

Unfortunately, the Union leadership continues to maintain its position on higher salary costs, which is not affordable during these difficult economic times.

The Ewing-Northern Grade School District No. 115’s financial crisis is real. Either the Union does not understand the financial crisis or it refuses to accept the financial crisis as a reality.

**FACT:** The District will lose over **\$181,112.00** in revenue this year alone, due to the state’s failure to meet its financial obligations to the District.

**FACT:** The District currently pays **100%** of the teachers’ pension contributions to the Illinois Teachers’ Retirement System (TRS) – teachers pay nothing toward their retirement pension.

**FACT:** Many school districts throughout Illinois are running deficits or placing a greater financial burden on taxpayers by borrowing funds or raising tax rates. The District #115 Board remains steadfast in its resolve to operate the District with the funds available and provide our students an opportunity to learn in a safe and orderly environment.

**FACT:** The Board will continue to negotiate a fair and reasonable contract with the Union, but it will do so within the following parameters.

- not asking taxpayers for a tax increase since families are struggling to make ends meet; and
- stabilizing expenditures where the District does not spend more than it takes in.

**BOARD OF EDUCATION'S LAST OFFER:**

1. 2012-2013 School Year: Teachers will advance one step on the salary schedule and move across the salary schedule if they earned additional education credit.

**COST:** Approximately \$12,265.06. All teachers will receive a salary increase, ranging from 3.77% to 1.25%, depending on where they are currently at on the salary schedule.

2. 2013-2014 School Year: Teachers will not move on the salary schedule, but each teacher will receive a 1% bonus payment off the salary schedule.

**COST:** Approximately \$7,254.23.

**UNION'S LAST OFFER:**

1. 2012-2013 School Year: The Union is demanding that teachers move one step on the salary schedule and move across the salary schedule if they earned additional education credit, plus an additional 1.5% increase on each teacher's salary.

**COST:** Approximately \$23,028.06

2. 2013-2014 School Year: The Union is demanding that teachers move one step on the salary schedule and move across the salary schedule if they earned additional education credit, plus an additional 1.5% increase on each teacher's salary.

**COST:** Approximately \$ 27,265.72

**TOTAL TWO YEAR COMPOUNDING SALARY COST:** **\$73,321.84**